

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH

AND

THE LONG BEACH MANAGEMENT ASSOCIATION

OCTOBER 2, 2004 TO SEPTEMBER 30, 2008

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ARTICLE ONE

GENERAL PROVISIONS

Section I - Recognition, Purpose, Implementation

The Long Beach Management Association (LBMA) is hereby recognized as the exclusive representative for employees of the Long Beach Managers in the positions indicated in Appendix "A," attached hereto and made a part hereof.

- A. Purpose - The parties agree that the purpose of this Memorandum of Understanding (MOU) is:
 - 1. To promote and provide harmonious relations, cooperation and understanding between the City of Long Beach (City) appointing authorities and the employees covered herein;
 - 2. To provide an orderly and equitable means of resolving differences which may arise under this memorandum; and,
 - 3. To set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by LBMA.
- B. Intent - It is understood the intent of the MOU is to set forth a joint recommendation to be submitted by the parties to the City Council of the City of Long Beach for implementation, and shall not be binding unless and until the City Council:
 - 1. Approves the provisions contained in this Memorandum;
 - 2. Adopts the required ordinances and/or resolutions; and,
 - 3. Appropriates the funds required to implement the provisions hereof.
- C. Philosophy - It is further understood that:
 - 1. The City's goal is to provide residents with management leadership that can develop and implement high quality programs and services. The City's compensation programs can be used to foster the attainment of the City's mission, goals, and the directives of the City Council and the appointing authorities.
 - 2. The City seeks to successfully attract, retain and motivate high quality management employees.

3. The City's management compensation programs are designed to reward productivity, improve employee skills, increase customer satisfaction, and encourage effective resource utilization.
4. The City's management compensation system is intended to be internally equitable, competitive with marketplace practices consistent with budgetary constraints, and non-discriminatory in its design.
5. The performance appraisal plan is intended to help all employees to assess their effectiveness in meeting job standards while establishing goals and objectives that will lead to continuous improvement.
6. All employees represented by this agreement are "at will" employees who serve at the pleasure of their appointing authority.

Section II - Term

The term of this Memorandum shall commence October 2, 2004 and terminate at midnight on September 30, 2008.

Section III - City Rights Reserved

The City retains all rights not specifically limited by this Agreement, including, but not limited to, the exclusive right to:

- A. Direct, supervise, hire, promote, suspend, discipline, discharge, transfer, assign, schedule, and retain employees.
- B. Relieve employees from duties because of lack of work or funds, or under conditions where continued work would be inefficient or nonproductive.
- C. Determine services to be rendered, operations to be performed, utilization of technology, and overall budgetary matters.
- D. Determine the appropriate job duties and personnel by which government operations are to be conducted.
- E. Determine issues of public policy and the overall mission of the City.
- F. Maintain and improve the efficiency and effectiveness of government operations.

- G. Take any necessary actions to carry out the mission of the City in situations of emergency.
- H. All rights of management, powers, authority and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third party neutral shall have the authority to diminish any of the rights of management which are included in this agreement, exclusive of a competent court having subject matter jurisdiction.

Section IV – Non-Discrimination

The provisions of this MOU shall be applied equally to all employees and no person shall be discriminated against or benefited in any manner that is inconsistent with the standards set forth in Federal and State statutes, or with any ordinance, resolution or policy of the City.

Section V - Peaceful Performance of City Service

The LBMA members fully support the business of the City to provide services to the citizens of Long Beach. They also support the actions of the appointing authority and stand ready to implement any of the appointing authority's directives.

It is mutually understood and agreed that participation by any employee in a strike or concerted work stoppage or slowdown terminates the employment relationship of those individuals involved, in the absence of specific written waiver of such termination by an authorized City official.

- A. It is further understood and agreed that none of the parties hereto will participate in, encourage, assist or condone any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services.
- B. In the event that there occurs any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services, the City, in addition to any other lawful remedies or disciplinary actions, may by action of the appointing authority cancel any or all payroll deductions, prohibit the use of bulletin boards, prohibit the use of City facilities, and prohibit access to former work or duty stations.

- C. Neither the employee organization, nor any person acting in concert with them, will cause, sanction, or take part in any strike, walk-out, sit-down, slow-down, stoppage of work, picketing, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Article shall apply for the same term as this Agreement, or during any renewal or extension thereof. Violation of any provision of this MOU by the Recognized Employee Organization shall be cause for the City, at its sole option, to terminate this Agreement in addition to whatever other remedies may be to the City at law or in equity.
- D. The City agrees that there shall be no general lockout of LBMA bargaining unit members.

Section VI – Association Composition

The Bargaining Unit composition represented by the Long Beach Management Association shall be that described in Appendix “A”. Any changes to the unit composition must be made in accordance with the provisions of the City’s Employer-Employee Relations Resolution, common fair labor practices, and any applicable State and Federal Statutes.

Section VII – Association Dues

Upon receipt of a written voluntary authorization from the employee, the City shall deduct Association dues from the pay of represented employees. The City shall charge the employee organization five and one-half cents (\$0.055) per deduction. The Association agrees to indemnify and holds the City harmless for any loss or damages, claims or causes of action arising from the operation of this provision of the agreement.

Section VIII – Association Communications

Department and public area bulletin boards will be made available for posting Association notices.

Section IX – Association Officers Responsibilities

The parties agree that from time to time, it will be necessary for the Board of Directors to meet and conduct the business of the Association. The Association will make every effort to conduct these meetings during non-office hours. The City will provide access to City facilities when they are available, i.e. community rooms. Opportunity for the Board to participate in these meetings will not be withheld so long as the work of the City is not adversely impacted.

ARTICLE TWO

SALARY AND COMPENSATION

Section I – Compensation

A. Pay for Performance System

1. The City will continue to use the HAY job evaluation system to develop appropriate compensation for various positions in the E00 (management) classifications.
2. On or about January 1, 2007, and each January thereafter, the City will develop a salary administration guide. This guide will set forth a matrix for salary adjustments based on an employee performance evaluation and the position of the manager's salary within the salary range.
3. It is understood that the pay for performance system may be adversely impacted by budget constraints. It is the intent of the parties, however, that a merit pay plan be re-instituted.
4. Every attempt shall be made to establish reasonable salary differential between management personnel and their subordinates. Overtime of subordinates shall not be considered in determining the compression differential. Incentives, if any, shall be added to base calculations of subordinate compensation calculation. In cases where a differential does not exist, the parties agree to meet to discuss the basis for the compression and attempt to resolve the situation.

B. Exceptional Performance Incentives

Represented employees who have demonstrated exceptional performance beyond established goals and objectives for their position may be considered for a Performance Incentive Award. Consideration for such awards will be based upon the recommendation of the department head. Awards may be granted in the form of a lump sum bonus payment or a merit increase added to the employee's base rate.

These awards will be based on the availability of funds, and consideration of budget constraints. They will be awarded based on the sole discretion of the appointing authority.

C. Hay Salary Survey

On or about January 1, 2007, the City will complete a comprehensive external review of salary range control points for representative benchmark classifications under the City Manager's direction. The purpose of this review will be to establish salary control points that are competitive with the marketplace and to create a process by which the ranges can be adjusted biennially to reflect pay practices within the marketplace. The Association may designate two managers to participate in this study.

Section II – Acting Appointments

When acting appointments are made, the appointee shall receive a salary adjustment of 10 percent, or no less than the minimum salary of that range, which ever is greater.

Section III – Auto Allowance/Reimbursement

Managers shall be entitled to an auto allowance/reimbursement in such amounts as determined by the appropriate appointing authority.

Section IV – Specialty Pay

Sworn Management staff of the Police Department shall continue to be eligible for the same Marksmanship pay and Wellness pay provided to other sworn members of the department.

Section V – Severance Pay

In the event a bargaining unit member's position is eliminated as a result of a reduction in force, and that member has not been offered a reasonable alternative management position with the City, the City shall pay to the bargaining unit member severance compensation. The amount of this compensation shall be calculated at one week of base pay for every full year of City service with a maximum allowance of sixteen (16) weeks of severance pay. Health insurance coverage shall continue for four full months after the month in which the bargaining unit member is terminated provided the bargaining unit member is not eligible for health insurance coverage through a spouse or other carrier.

The bargaining unit member will not be eligible for this benefit if he/she is terminated for cause, resigns in lieu of termination, retires or voluntarily separates service from the City.

ARTICLE THREE

PAID TIME OFF

Section I – Holidays

New Years Day	January 1
Martin Luther King Day	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving	Fourth Thursday/Friday in November
Christmas Day	December 25
Personal Holiday Leave	(4 days)

Every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, or by the City Council of the City of Long Beach to be a City holiday.

Employees, who leave the City having taken/not taken their personal holiday leave prior to earning it, will have their separation pay debited/credited proportionately.

Section II – Vacation Leave

- A. Permanent, full-time employees covered herein shall accrue vacation leave with pay on the following basis:

Service Completed	Equivalent Vacation Days Earned Per Year
1 year through 4 years, 5 months (12 months through 53 months)	12
4 years, 6 months through 11 years, 5 months (54 months through 137 months)	15
11 years, 6 months through 13 years, 5 months (138 months through 161 months)	16
13 years, 6 months through 17 years, 5 months (162 months through 209 months)	17
17 years, 6 months through 18 years, 5 months (210 months through 221 months)	18

18 years, 6 months through 19 years, 5 months (222 months through 233 months)	19
19 years, 6 months or more (234 months or more)	20

- B. Effective August 1, 2006, upon retirement, each bargaining unit member shall have 75% of his/her outstanding vacation leave balance converted to sick leave. This leave may be used under the same terms and conditions as all other accumulated sick leave. It is the intent that this mandatory conversion not create a taxable event. If such conversion is subsequently found to create tax consequences, the parties agree that this provision shall be discontinued.

Section III – Sick Leave

Permanent, full-time employees covered by this MOU shall earn a maximum of ninety-six (96) hours [twelve (12) days] of sick leave per year, with unlimited accrual.

Section IV – Executive Leave

Employees represented herein shall be granted forty (40) hours of executive leave on January 1 of each calendar year by the proper appointing authority. Additional executive leave to a maximum of forty (40) additional hours may be granted at the sole discretion of the appointing authority. Such additional leave, if awarded, shall be based on a manager's demonstrated performance during the preceding fiscal year. Determinations regarding the award of such leave shall be made during January of each year. Executive leave shall not accrue from one year to the next. Nor shall there be any pay off of executive leave upon separation from the City for any reason.

Section V – Bereavement Leave

Represented employees may be absent from duty with pay for 3 days for the death or critical illness where death appears imminent of the employee's father, step-father, father-in-law, mother, step-mother, mother-in-law, brother, sister, wife, husband, child, step-child, former legal guardian, grandfather, grandmother, grandchild, foster child or same-sex domestic partner.

Section VI – Jury Duty

Employees will be eligible for up to 80 hours of paid jury time each calendar year.

ARTICLE FOUR

INSURANCE BENEFITS

Section I – Health, Dental and Life Insurance

- A. 1. The City shall contribute by way of obligation for health, dental and life insurance benefits, the maximum amounts indicated below, for employees in permanent full-time positions for the period starting:

Effective December 1, 2004 - \$796 per month

2. Employees may change benefit coverage during open enrollment. A change in benefit coverage may result in a change in the employee payroll deduction. The employee payroll deduction will be based on the City's rate schedule in place effective 12/01/04, and will include any increases incurred up to the date of the change.
- B. Effective December 1, 2005, and every December 1st thereafter, during the term of this agreement, the City contribution for health, dental and life insurance shall be established in the following manner:
1. On December 1, 2005, and every December 1st thereafter during the term of the agreement, increases in the costs for the health, dental and life insurance plans selected by employees shall be borne by the employee in the manner set forth below. The portion of this increase paid by the employee shall be added to the existing payroll deductions for that coverage, but will not exceed the following amounts:
- a. On December 1, 2005, employees shall pay 30% of the increase or \$15 whichever is less, over the rates in effect on December 1, 2004 for the plan options selected.
- b. On December 1, 2006, employees shall pay 30% of the increase or \$20 whichever is less, over the rates in effect on December 1, 2005 for the plan options selected.
- c. On December 1, 2007, employees shall pay 30% of the increase or \$25 whichever is less, over the rates in effect on December 1, 2006 for the plan options selected.

These increases will be added to the previous payroll deduction for the coverage selected. The City shall pay the difference between the actual cost and the employee contributions outlined above.

2. Example:

On December 1, 2004 a member enrolled in the City's POS 100 medical plan with Delta Dental coverage would have a \$200 per month payroll deduction for family coverage: and the cost of that plan increases by \$50 per month on December 1, 2005, the City and the employee will split the additional cost as defined in Section B (1) above and the employee will be responsible for 30% of the increase up to the cap, plus their existing payroll deduction. The new payroll deduction will be \$215 per month for family coverage (30% of \$50 up to the \$15 cap plus the current deduction).

3. On December 1, 2005, and every December 1st thereafter during the term of the agreement, any decreases in the cost for the health, dental and life insurance plans selected by employees shall be conveyed seventy percent (70%) to the City and thirty percent (30%) to the employee in the form of a rebate to the employee's payroll deduction for the selected plan. This section is not intended to provide a rebate if no employee deduction is required.

C. The LBMA shall maintain one representative on the City's Health Insurance Advisory Committee (HIAC).

Each year the Health Insurance Advisory Committee meets to review the status and solvency of the health, dental and life insurance plans. The Committee reviews plan costs and makes recommendations to the City Manager on plan changes, benefit levels, and addition or deletion of plans.

The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans for the period December 1, 2005 through the term of this agreement. Every effort should be made to have these recommendations to the City Manager by August 15th of each year. The City Manager will consider these recommendations prior to making his final recommendations to the City Council for any changes to plan design. If the City Manager's recommendations to the City Council differ from the recommendations received from the HIAC, the City Manager will advise the Union of his recommendations in writing at least seven (7) calendar days before he submits them to the City Council for approval.

Section II – Continuation of Health Insurance for Surviving Spouse

The accumulated unused sick leave that has been designated for continuance of health insurance coverage by an employee who has retired shall, upon the death of the retired employee, be utilized for the purpose of continued payments by the

City on the basic health insurance plan premium for the spouse and/or eligible dependents providing:

- A. The retired employee has an effective retirement date of July 1, 1983, or later; or
- B. The retired employee did not predecease the surviving eligible dependent prior to July 1, 1983.

Said premiums shall continue until:

- A. The spouse remarries;
- B. The dependent child becomes 19 or is no longer a full-time student in an accredited educational institution as recognized by the City's indemnity health insurance carrier;
- C. The spouse becomes eligible for Medicare at which time and in the same manner as those retirees and dependents subject to Section 2.11 of the Personnel Ordinance, the premium payment will be adjusted to pay for the Medicare supplement plan underwritten by the City's indemnity insurance carrier; or
- D. There is insufficient accumulated unused sick leave to pay the required monthly premium.

Section III – Short-term/Long-term Disability Benefits

Eligible employees will receive short-term and long-term disability benefits. The City will pay the full cost of the annual premiums unless the employee desires to pay said premiums for tax purposes.

Section IV – Life Insurance

In addition to the life insurance currently provided all full-time City employees, Association employees will be provided a total of three (3) times their annual salary up to \$500,000 per year of term life insurance. The City will pay the full cost of the annual premiums. The City will provide employees the ability to purchase increased coverage at their own expense based on conditions established by the insurance carrier. If such increased coverage is offered, it shall be in increments designated by the City.

Section V – Annual Physical Exam

Employees covered hereunder are eligible to receive an annual physical examination at City expense through the City-provided program.

ARTICLE FIVE

RETIREMENT

Section I –Retirement

A. Continuation of Retirement Benefits

1. For bargaining unit employees who are eligible for and enrolled in the California Public Employees Retirement System (CalPERS) on October 1, 2004, the City will continue to provide pension benefits to said employees in accordance with the contract in effect on October 1, 2004. The City shall pay to CalPERS on behalf of each eligible miscellaneous employee, who is a CalPERS member, an amount equal to seven-eighths ($7/8$) of his/her eight percent (8%) individual employee contribution, and for safety members, an amount equal to nine-ninths ($9/9$) of his/her nine percent (9%) individual contribution.
2. The City agrees to contribute on behalf of each new miscellaneous bargaining unit member hired by the City after October 1, 2004, an amount equal to three-eighths ($3/8$) of his/her eight percent (8%) individual employee contribution; and for each new safety bargaining unit member hired by the City after October 1, 2004, an amount equal to four-ninths ($4/9$) of his/her nine percent (9%) individual employee contribution. Commencing upon the date of hire of a new bargaining unit member, the respective contribution levels described above will remain in effect for a five (5) year period in accordance with the provisions of California Code of Regulations, Title 2, Section 569 (or any successor regulation thereto). Commencing in the sixth year of employment, the member shall be entitled to employer paid member contributions based upon the same terms that apply to those employees in this bargaining unit hired prior to October 1, 2004.
3. Beginning with the first pay period following adoption of this agreement, the City will eliminate the provision listed in paragraph A.2 above. Managers who are currently subject to this provision will then be considered in the same manner as all other managers as described in paragraph A.1 above.
4. Effective January 6, 2007, the City shall pay to CalPERS on behalf of each eligible miscellaneous bargaining unit member, an amount equal to six-eighths ($6/8$) of his/her eight percent individual employee contribution.

5. Effective April 1, 2006, the City shall contribute on behalf of each eligible safety bargaining unit member, a maximum of eight-ninths (8/9) of his/her nine percent (9%) individual employee contribution. Effective, April 1, 2007, the City shall contribute on behalf of each eligible safety bargaining unit member, a maximum of seven-ninths (7/9) of his/her nine percent (9%) individual employee contribution.
- B. Amendment to Contract with the California Public Employees' Retirement System (CalPERS)
- As soon as practicable, the City shall amend its contract with CalPERS to implement a new tier of retirement benefit for miscellaneous employees hired on or after the effective date of the CalPERS contract amendment. The new tier benefit is 2.5% at 55 Modified retirement formula.
- C. Report the Value of Employee-Paid Member Contribution (EPMC) – Special Compensation
- The City shall continue to designate EPMC (Employer Paid Member Contribution) as compensation earnable under Government Code section 20636(c)(4) and report it as such to CalPERS.
- D. Superfunding
- In the event the City is advised by CalPERS that it is no longer required to make the employees' contribution into the retirement system, payroll deductions of employee contributions will cease. If the City is required to make the employees' contribution at future date, payroll deduction for employees' contributions shall resume as prescribed in Section 1.A.2 and 1.A.3.

ARTICLE SIX

EMPLOYMENT CONDITIONS

Section I – Employee Parking

Employee parking will be made available without charge. If SCAQMD subsequently promulgates regulations in conflict with this provision, the City will meet and confer with the Association regarding any required changes.

Section II – Tuition Reimbursement

Management employees shall be eligible for tuition reimbursement as established by City policy and practice.

Section III – Management Rotation Program

Managers selected for the management professional development rotation program shall be given adequate prior notice. At a minimum, such notice shall consist of a written communication notifying the manager of the reassignment delivered no less than 10 working days before the new assignment takes effect. This provision is in no way intended to restrict an appointing authority's discretion to make immediate reassignments, if necessary, to respond to operational requirements and emergencies.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed this _____ day of _____ 2006.

FOR THE LONG BEACH MANAGEMENT ASSOCIATION:

Craig Beck
Long Beach Management Association

Mark Sutton
Long Beach Management Association

Toni Whitesell
Long Beach Management Association

Karen Owens
Long Beach Management Association

Keith Kilmer
Long Beach Management Association

FOR THE CITY OF LONG BEACH:

Gerald R. Miller, City Manager

Richard Steinke
Executive Director, Harbor Department

Kevin Wattier
General Manager, Water Department

Kevin Boylan
Director of Human Resources

Mario R. Beas
Director of Civil Service

APPROVED AS TO FORM:

Robert E. Shannon, City Attorney

APPENDIX A

Positions Represented:

ACCOUNTING OFFICER
ACCOUNTING OPERATIONS OFFICER
ADMIN ASSISTANT-CITY MANAGER
ADMIN OFFICER-AIRPORT
ADMIN OFFICER-CIVIL SERVICE
ADMIN OFFICER-COMMUNITY DEV
ADMIN OFFICER-ENGINEERING
ADMIN OFFICER-FLEET
ADMIN OFFICER-LIBRARY SERVICES
ADMIN OFFICER-OIL PROPERTIES
ADMIN OFFICER-PLANNING/BLDG
ADMIN OFFICER-POLICE
ADMIN OFFICER-PUB SVC/IR
ADMIN OFFICER-PUBLIC WORKS
ADMIN OFFICER-TOWING
ADMINISTRATIVE OFFICER
ADVANCE PLANNING OFFICER
AIRPORT PROPERTY MGMT OFFICER
AIRPORT PUBLIC AFFAIRS OFFICER
APPLICATIONS DEV OFFICER
APPLICATIONS PROGRAMMING OFCR
ASST CHIEF OF POLICE
ASST FIRE CHIEF
ASST GEN MGR/CHIEF GAS ENGR
ASST TO EXEC DIRECTOR
BUDGET SYSTEMS OFFICER
BUILDING INSPECTION OFFICER
BUSINESS ASSISTANCE OFFICER
BUSINESS LOAN OFFICER
BUSINESS SERVICES OFFICER
BUSINESS TECHNOLOGY OFFICER
CHIEF HARBOR ENGINEER
CHIEF OF POLICE
CITY CONTROLLER
CITY ENGINEER
CITY HEALTH OFFICER
CITY SAFETY OFFICER
CITY TREASURE/REVENUE OFFICER
CLEAN WATER OFFICER
COMMERCIAL & RETAIL DEV OFCR
COMMUNITY SERVICES OFFICER

CONSTRUCTION SERVICES OFFICER
CONTRACTS OFFICER
CUSTOMER RELATIONS OFFICER
CUSTOMER SERVICES OFFICER
CUSTOMER SUPPORT OFFICER
DATA ADMINISTRATION OFFICER
DATA CENTER OFFICER
DATA SECURITY ADMINISTRATOR
DEPARTMENT SAFETY OFFICER
DEPUTY CHIEF OF POLICE
DEPUTY DIRECTOR-CIVIL SERVICE
DEPUTY FIRE CHIEF
DESKTOP COMPUTING OFFICER
DIRECTOR - LONG BEACH ENERGY
DIRECTOR OF ADMINISTRATION
DIRECTOR OF COMMUNICATIONS
DIRECTOR OF COMMUNITY DEVELOPMENT
DIRECTOR OF COMMUNITY RELATIONS & GOVERNMENT AFFAIRS
DIRECTOR OF FINANCE
DIRECTOR OF FINANCIAL MGMT
DIRECTOR OF HEALTH & HUMAN SVC
DIRECTOR OF INFORMATION MGMT
DIRECTOR OF LIBRARY SERVICES
DIRECTOR OF MAINTENANCE
DIRECTOR OF OIL PROPERTIES
DIRECTOR OF PLANNING & BLDG
DIRECTOR OF PLNG/ENVRMTL AFFRS
DIRECTOR OF PRKS, REC & MARINE
DIRECTOR OF PROPERTIES
DIRECTOR OF PUBLIC WORKS
DIRECTOR OF SECURITY
DIRECTOR OF SPECIAL EVENTS
DIRECTOR OF TECHNOLOGY SVCS
DIRECTOR OF TRADE/MARITIME SVC
DIRECTOR-ENG & PLNG/CHIEF ENGR
DIRECTOR-WTR/SWR & SPPRT SVCS
DIVERSITY OUTREACH OFFICER
DIVISION ENGINEER
DIVISION ENGINEER-OIL PROP
DIVISION ENGINEER-PUBLIC WORKS
EMERGENCY MEDICAL SVCS OFFICER
EMERGENCY SERVICES COORDINATOR
EMPLOYEE ASSISTANCE OFF-POLICE
EMPLOYEE BENEFITS/SVCS OFF
EMPLOYMENT SVCS OFCR-CIVIL SVC
ENERGY CONSERVATION OFFICER

ENGINEERING PLAN CHECK OFFICER
ENVIRONMENTAL PLANNING OFFICER
EQUAL EMPLOYMENT/ADA OFFICER
EXEC SECY TO ASST CTY MGR
EXEC SECY TO CITY MANAGER
EXECUTIVE SECRETARY
EXECUTIVE SECRETARY-HARBOR
FINANCIAL SERVICES OFFICER
FINANCIAL SVCS OFFICER-COM DEV
FINANCIAL SYSTEMS OFFICER
FIRE CHIEF
FOOD SERVICES ADMINISTRATOR
GAS MARKETING ENGINEER
GEN SUPT-PARKS/MARINE MAINT
GEN SUPT-RECREATION
GENERAL SUPT-FLEET SERVICES
GEOGRAPHIC INFO SYS OFFICER
GRANTS ACCOUNTING OFFICER
GROUPWARE APPLICATIONS OFFICER
HAZARDOUS WASTE OPTNS OFFICER
HISTORIC SITES OFFICER
HOUSING ASSISTANCE OFFICER
HOUSING DEVELOPMENT OFFICER
HOUSING OPERATIONS OFFICER
HUMAN DIGNITY OFFICER
LABORATORY SERVICES OFFICER
LABORATORY SERVICES SUPERVISOR
LIBRARY YOUTH SERVICES OFFICER
MANAGING DIRECTOR - HARBOR
MANAGEMENT INFO SYS OFFICER
MARINE SAFETY CHIEF
MARKETING OFFICER
MGR-ACCOUNTING
MGR-ADMIN & FINANCIAL SERVICES
MGR-ADMIN & PLANNING
MGR-ADMIN SERVICES
MGR-ADMINISTRATION
MGR-ADMINISTRATION
MGR-AIRPORT
MGR-ANIMAL CONTROL
MGR-AUTOMATED SERVICES
MGR-BUDGET MANAGEMENT
MGR-BUSINESS OPERATIONS
MGR-COMMERCIAL SERVICES
MGR-COMMUNITY PARKS PROGRAM
MGR-COMPUTING SERVICES

MGR-CUSTOMER SERVICE-TECH SVC
MGR-ECONOMIC DEVELOPMENT
MGR-ELECTRIC GENERATION
MGR-ENERGY RECOVERY
MGR-ENERGY SERVICES
MGR-ENGINEERING
MGR-ENGINEERING & CONSTRUCTION
MGR-ENGINEERING DESIGN & CONST
MGR-ENVIRONMENTAL HEALTH
MGR-ENVIRONMENTAL SERVICES
MGR-FAULT BLOCKS & UPLANDS
MGR-FLEET SERVICES
MGR-GAS SERVICES
MGR-GOVERNMENT/PUBLIC AFFAIRS
MGR-HOUSING AUTHORITY
MGR-HOUSING SERVICES
MGR-HUMAN/SOCIAL SERVICES
MGR-INFORMATION SERVICES
MGR-LONG BEACH UNIT
MGR-MAIN LIBRARY SVCS
MGR-MAINTENANCE OPERATIONS
MGR-MARINE OPERATIONS
MGR-NEIGHBORHOOD LIBRARY SVCS
MGR-NEIGHBORHOOD SERVICES
MGR-NETWORK/DESKTOP SVCS
MGR-OPERATIONS & ADMIN
MGR-OPERATIONS SUPPORT
MGR-PLANNING
MGR-PLANNING & DEVELOPMENT
MGR-POLICE ADMINISTRATION
MGR-PREVENTIVE HEALTH
MGR-PROPERTY SERVICES
MGR-PUBLIC HEALTH
MGR-PUBLIC SERVICE
MGR-PUBLIC WORKS OPERATIONS
MGR-RECREATION SERVICES
MGR-REDEVELOPMENT
MGR-SPECIAL EVENTS
MGR-SR SVCS & SPECIAL PROG
MGR-SUPPORT SERVICES-GAS
MGR-SUPPORT SERVICES-HEALTH
MGR-TOWING
MGR-TRAFFIC & TRANSPORTATION
MGR-WATER QUALITY & PROCESS
MGR-WATER RESOURCES
MGR-WORKFORCE DEVELOPMENT

NEIGHBORHOOD IMPRVMT OFFICER
NEIGHBORHOOD RESOURCES OFFICER
NEIGHBRHD/HISTORIC PRES OFCR
NETWORK ADMINISTRATOR
NURSING SERVICES OFFICER
NUTRITION SERVICES OFFICER
OCCUPATIONAL HLTH SVCS OFFICER
OFFICE SERVICES OFFICER
OFFICE SYSTEMS OFFICER
OIL PROPERTIES ACCTG OFFICER
OPERATIONS CENTER OFFICER
OPERATIONS OFFICER-AIRPORT
OPERATIONS OFFICER-BLDG SAFETY
PARK DEVELOPMENT OFFICER
PERSONNEL & TRAINING OFFICER
POLICE COMMANDER
POLICE COMMUNITY RELATNS OFCR
POLICE INFO/TECHNOLOGY OFCR
POLICE PLANNING/RESEARCH OFCR
POLICE RECORDS ADMINISTRATOR
PREVENTION SERVICES OFFICER
PROCUREMENT & WAREHOUSE SUPV
PROJECT MANAGEMENT OFFICER
PUBLIC INFORMATION OFFICER
PUBLIC/GOV AFFAIRS MANAGER
PURCHASING AGENT
REAL ESTATE OFFICER
RECREATION SUPERINTENDENT
RECRUITMENT OFFICER-CIVIL SVC
RECYCLING & SUSTAINABILITY OFF
REDEVELOPMENT ADMINISTRATOR
REDEVELOPMENT PROJECT OFFICER
REHABILITATION SVCS OFFICER
REVENUE OFFICER-TREASURY
RISK MANAGER
SAFETY/WTR CONSRVATION OFFICER
SECRETARY TO THE BOARD-WATER
SECY TO GENERAL MANAGER
SENIOR ECON DEVELOPMENT OFCR
SERRF OPERATIONS OFFICER
SEWER OPERATIONS SUPT
SPECIAL ASST TO THE GEN MNGR
SPECIAL PROJ OFFICER-CITY CLRK
SPECIAL PROJ OFFICER-WATER
SPECIAL PROJECTS OFF-COMM DEV
SPECIAL PROJECTS OFF-ENGRG

SPECIAL PROJECTS OFF-HOUSING
SPECIAL PROJECTS OFFICER
SPECIAL PROJECTS OFF-PUB SVC
SPECIAL PROJECTS OFF-PUB WORKS
SUPPORT PROJECTS OFFICER
SUPPORT SERVICES SUPT
SUPT-ADMIN SERVICES
SUPT-AIRPORT OPERATIONS
SUPT-BUILDING AND SAFETY
SUPT-BUILDING SERVICES
SUPT-COMMUNITY INFORMATION
SUPT-CONTRACT MGMT/REVENUE DEV
SUPT-ELECTRONICS/TRAFFIC SGNLS
SUPT-ENGINEERING
SUPT-ENGR & GAS SYSTEM CONTROL
SUPT-ENVIRONMENTAL PROGRAMS
SUPT-FACILITY MANAGEMENT
SUPT-FINANCE & CONTROLS
SUPT-FLEET ACQUISITION
SUPT-FLEET MAINTENANCE
SUPT-FLEET OPERATIONS
SUPT-GANG INTERVENTION
SUPT-GOLF OPERATIONS
SUPT-LIEN SALES
SUPT-METERS & REGULATORS
SUPT-OPERATIONS
SUPT-PARK MAINTENANCE
SUPT-PERSONNEL & TRAINING
SUPT-PIPELINE CONST & MAINT
SUPT-PLANNING & DEVELOPMENT
SUPT-REFUSE & STREET SWEEPING
SUPT-REFUSE COLLECTION
SUPT-STREET LANDSCAPING/MAINT
SUPT-STREET SWEEPING
SUPT-STRUCTURAL SERVICES
SUPT-TOWING
SUPT-TOWING & LIEN SALES
SUPT-TRAFFIC OPERATIONS
SUPT-WAREHOUSE/INVENTORY OPRTN
SYSTEMS OFFICER
TECHNICAL SUPPORT OFFICER
TECHNICAL SVCS ADMINISTRATOR
TECHNICAL SVCS OFF-GEN SVCS
TELECOMMUNICATIONS OFFICER
TELEMETRY SYSTEMS SUPT
TRANSPORTATION PLANNING OFF

TRANSPORTATION PROGRAMMING OFF
TREASURY OPERATIONS OFFICER
URBAN DESIGN OFFICER
UTILITY SERVICES OFFICER
VIDEO COMMUNICATIONS OFFICER
VOICE & DATA COMMUNICATN OFCR
WATER OPERATIONS SUPT
WATER TREATMENT SUPT
WORKFORCE DEVELOPMENT OFFICER
YOUTH SERVICES COORDINATOR
ZONING OFFICER